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C O N F I D E N T I A L 021055Z AUG 82 STAFF

CITE FBIS/HONG KONG 88760

TO: FBIS.

RYBAT

SUBJECT: CONSULATE CABLE ON FSN SYSTEM

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1. ON FRIDAY THE PERSONNEL OFFICER SHOWED ME A COPY OF THE STATE CABLE ON FBIS' WITHDRAWAL FROM THE FSN SYSTEM AND THE DRAFT OF THE CONSULATE'S REPLY. THE CONSULATE IS TAKING THE APPROACH THAT IT IS BEST FOR ALL AGENCIES TO FUNCTION UNDER THE PRESENT SYSTEM AS IT PRESENTS ONE USG EMPLOYER, BUT THEY CAN LIVE WITH EXCEPTIONS. THE CONSULATE FEELS THAT WORLDWIDE STANDARDS SHOULD NOT BE APPLIED TO CERTAIN "HIGHLY TECHNICAL" POSITIONS SUCH AS MEDIA ANALYSTS AND AUDIO-VISUAL TECHNICIANS, THAT THESE POSITIONS SHOULD BE CLASSIFIED BASED ON LOCAL MARKET CONDITIONS AND COMPENSATION PLANS AND IF THIS WERE DONE, FBIS' NEEDS WOULD BE MET AND WE WOULD NOT HAVE TO WITHDRAW FROM THE PRESENT SYSTEM. THIS POSITION IS IRRELEVANT, OF COURSE, SINCE WE ARE ALREADY OUT OF THE SYSTEM BUT IT DOES REFLECT THE CONSULATE'S AWARENESS OF THE PROBLEMS WE HAVE IN RECRUITING AND RETAINING TRANSLATORS. THE DRAFT ALSO OUTLINES THE SERVICES PROVIDED UNDER FAAS, BUT DOES NOT SPECIFICALLY ADDRESS THE QUESTION OF THE EFFECT ON OTHER EMPLOYEES' MORALE OR WHETHER THE CONSULATE FORESEES ANY PROBLEMS IN HELPING ADMINISTER THE SYSTEM. THE PERSONNEL OFFICER TOLD ME SHE REALIZES OUR POSITIONS HAVE NO COUNTERPARTS IN THE CONSULATE.

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